

FLORIDA DEPARTMENT OF EDUCATION



JIM HORNE
Commissioner of Education



November 3, 2003

MEMORANDUM

Contact Person

TO: District School Superintendents
District Finance Officers
District ETP Contacts

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FROM: Ava G. Byrne

**SUBJECT: Dale Hickam Excellent Teaching Program
Disbursement of Funds (Salary Bonus)**

Pursuant to Section 1012.72, Florida Statutes, the Dale Hickam Excellent Teaching Program, please be advised that funds for payment of the annual **salary bonus** for qualified National Board Certified Teachers (NBCT's) will be forthcoming. The **salary bonus** for the **2003-2004** school year is based on a calculation of ten percent (10%) of the **2002-2003** statewide average teacher's salary, which is **\$4,027.50**.

Effective July 1, 2002, the salary bonus became compensation for retirement as specified in Section 121.021 (22)(a) 6., Florida Statutes. When 7.65 percent for the district's share of FICA, which is **\$308.10**, and 7.39 percent for retirement, which is **\$297.63**, are added, the total amount to be forwarded to the district for each qualified National Board Certified Teacher is **\$4,633.23**. **The district shall determine the appropriate individual withholding for each qualified National Board Certified Teacher, make the deductions, and pay the remaining bonus to each teacher.**

AVA G. BYRNE, CHIEF
BUREAU OF EDUCATOR RECRUITMENT AND PROFESSIONAL DEVELOPMENT

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When district contacts submit **salary bonus** request forms for qualified NBCT's to the Dale Hickam Excellent Teaching Program staff, bonuses will be processed in early **December 2003 through January 2004, and sent via electronic wire transfer to the district finance office.**

If further clarification is needed regarding the transfer of funds, please do not hesitate to contact the Department of Education Comptroller's Office at 850-487-2460. If you have questions related to the Dale Hickam Excellent Teaching Program, please call Beatrice H. Monroe at the telephone number on the previous page.